

Date August 8, 2011



**VIA FAX AND OVERNIGHT DELIVERY**

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**AUG 09 2011**

**RAPID RESPONSE**

Ms. Margaret Sayles  
Acting Manager – Rapid Response  
Workforce Development Agency  
Victor Office Center  
201 N. Washington Sq., 3rd Floor  
Lansing, Michigan 48913  
(517) 373-6234  
Fax: 517-373-4648  
Email: [vancep1@michigan.gov](mailto:vancep1@michigan.gov)

***RE: WARN Notice – Notice of Plant Closing***

Dear Ms. Sayles:

In accordance with the Worker Adjustment and Retraining Notification ("WARN") Act, 29 U.S.C. § 2101 *et seq.*, this letter serves to give you 60 days' advance notice of a plant closing, within the meaning of the WARN Act, at:

Durcon, Inc.  
8464 Ronda Drive  
Canton, MI 48187  
(734) 455-4520

It is anticipated that all employees at the facility will be terminated; these terminations will occur on two separate dates. The first separation will take place on November 1, 2011; 80 employees will be terminated at that time.

While the entire facility will eventually be closed on a permanent basis, four (4) employees will be retained to wind down business operations. Once the business has completed the wind-down, all operations at the site will cease, and the remaining employees will be terminated. The anticipated date of this wind-down is November 1, 2012.

The affected employees are not represented by a labor organization and are non-union. No bumping rights exist in this situation.

Ms. Margaret Sayles  
Acting Manager – Rapid Response  
Workforce Development Agency  
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The job classifications/titles and the current number of affected employees are contained in the attached list.

Under no circumstance shall the Company's submission of this information constitute or be deemed an admission of any obligation under the federal WARN Act.

The contact person for Durcon is David VerColen, whose telephone number is (512) 595-8099. Please direct any questions or requests for further information to me.

Very truly yours,

A handwritten signature in black ink, appearing to read 'D. VerColen', with a stylized, cursive flourish at the end.

David VerColen  
Corporate Human Resources Director

cc: Township Supervisor, Charter Township of Canton

**AFFECTED EMPLOYEE LIST - Durcon Incorporated**

<i><b>Job Title</b></i>	<i><b># of Positions</b></i>
Administrator	1
Casting Operator I	14
Casting Operator II	2
Casting Operator III	5
Chemist	1
EHS Coordinator	1
Fabrication Technician I	9
Fabrication Technician II	3
Fabrication Technician III	7
Fabrication Technician IV	6
General Manager	1
HR Administrator	1
Human Resources Manager	1
Maintenance Technician I	2
Maintenance Technician II	3
Maintenance Technician III	1
Maintenance Technician IV	3
Manufacturing Manager	3
Material Utilization Specialist	1
Production Supervisor	6
Purchasing Administrator	1
Quality Engineer	1
Shipping/Receiving Technician	1
Sink Pack Technician	1
Special Projects Coordinator	1
Systems Administrator	1
Task Leader	6
Transportation Coordinator	1

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*Please attach a list of the positions and number of employees in each position that will be affected by this mass layoff/closing. This form may be faxed to Rapid Response at (517) 373-4648 or mailed to: Chong-Anna Canfora, 201 N. Washington Sq., 3<sup>rd</sup> Flr., Victor Office Center, Lansing, Michigan 48913. Thank you!*